

FOLIO

UNIVERSITY OF ALBERTA
20 SEPTEMBER 1991



INSIDE

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- Letter writers stoke hiring policy debate
- Aboriginal student exchange program set to go

Senate wants closer examination of possible trimester system

The University of Alberta Senate has urged the President and the Chair of the Board of Governors to examine the advantages and disadvantages of a trimester system.

At its first meeting of the year, held in Fort McMurray 13 September, Senate tabled a 1991 progress review committee report on the Task Force Inquiry into Needs for the Delivery of University Education. The report recommends that the University study the possibility of increasing access to the University.

Review committee members urged the University to consider a greater use of intersession, "including but not limited to the possible implementation of three, rather than two, academic terms.

"A trimester system would require admission of first time applicants at the beginning of each term and would eliminate the present intersession," review committee members wrote. "An alternative is to increase substantially the utilization of these sessions. It might even be possible to rearrange the academic calendar to provide for three six-week terms between the end of the Winter Session and the beginning of the Fall Session.

"The two options, trimester and enhanced intersession, should be examined concurrently

and in depth with special attention to cost/benefit considerations."

The review committee, under the chairmanship of Bernie Keeler, called on the University to reinstitute the practice of admitting new students in January. "While there may be administrative conveniences in not admitting students in January, they seem to the committee to be insignificant compared with the resultant public relations impact of the apparent placing of institutional interests ahead of student access concerns."

A related recommendation called on the University to consider admitting new students to Spring and Summer Sessions. That recommendation has been implemented, Senate was told.

Review committee members directed the Universities Coordinating Council and the Council of College Presidents to encourage universities and colleges to develop technological and other nontraditional modes of delivering education. They suggested the Coordinating Council should coordinate these efforts.

They also suggested that Advanced Education give a high priority to publicizing educational opportunities available by non-traditional methods, and that additional efforts be made to increase the role of colleges in delivering university courses in cooperation with the U of A.

Collaborative nursing program being watched across country

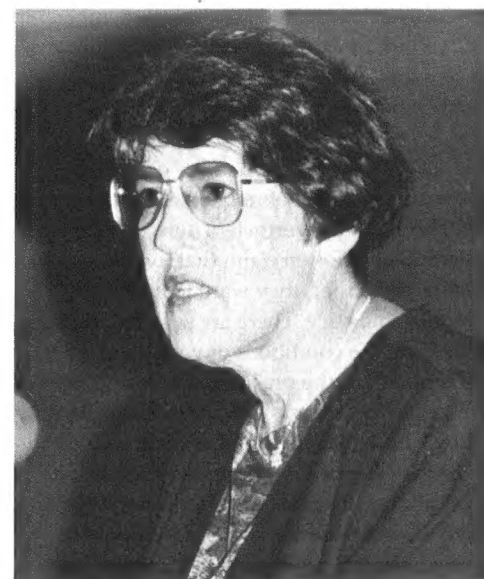
People in the nursing field will be watching the collaborative nursing program in this city quite closely, University of Alberta Dean of Nursing Marilyn Wood told the first students to enroll in the program.

At the welcoming ceremonies for students held last week, Dean Wood said the program, which had been in the planning process since 1987, is the first of its kind in the country. "And we'll be watching you quite closely as well," she said, adding that the collaborative nursing program started last year with Red Deer College will also serve as a useful model.

The collaborative nursing program is a four-year degree program in nursing developed to replace existing diploma and degree programs.

The first two years will be offered at Grant MacEwan Community College, Misericordia Hospital School of Nursing, Royal Alexandra Hospital School of Nursing and the University of Alberta Hospitals School of Nursing, the latter now a joint department of the University's Faculty of Nursing and the Hospitals School of Nursing. The third and fourth years of the program will be offered through the University's Faculty of Nursing.

There are now 467 students enrolled in the whole program, 184 of whom are at the University, Dean Wood noted.



Dean Marilyn Wood welcomes students into the collaborative nursing program.

One hundred and eighty-four students represents the largest class we've ever taken in, said Dana Wertenberger, Director, University of Alberta Hospitals School of Nursing.

Heather Andrews, Vice-President, Nursing, University of Alberta Hospitals, said students are entering the profession of nursing at an exciting time. Big changes are in store and students now enrolled in the program will eventually be asked what they thought were the new program's strengths and weaknesses.

University of Alberta Hospitals President Don Schurman said changes in the health care field are going to have an impact on the nursing profession. He lauded the organizers of the collaborative program for following their own path, saying, "You're leading the way for the rest of the country."

Seven named Killam Annual Professors

The following individuals have been awarded the 1991 Killam Annual Professorship: Einer Boberg (Speech Pathology and Audiology), Ronna Fay Jacqueline Jevne (Educational Psychology), Jacob Masliyah (Chemical Engineering), Rowland McMaster (English), Gordon Rostoker (Physics), Michael Stiles (Food Microbiology) and Lawrence Wang (Zoology).

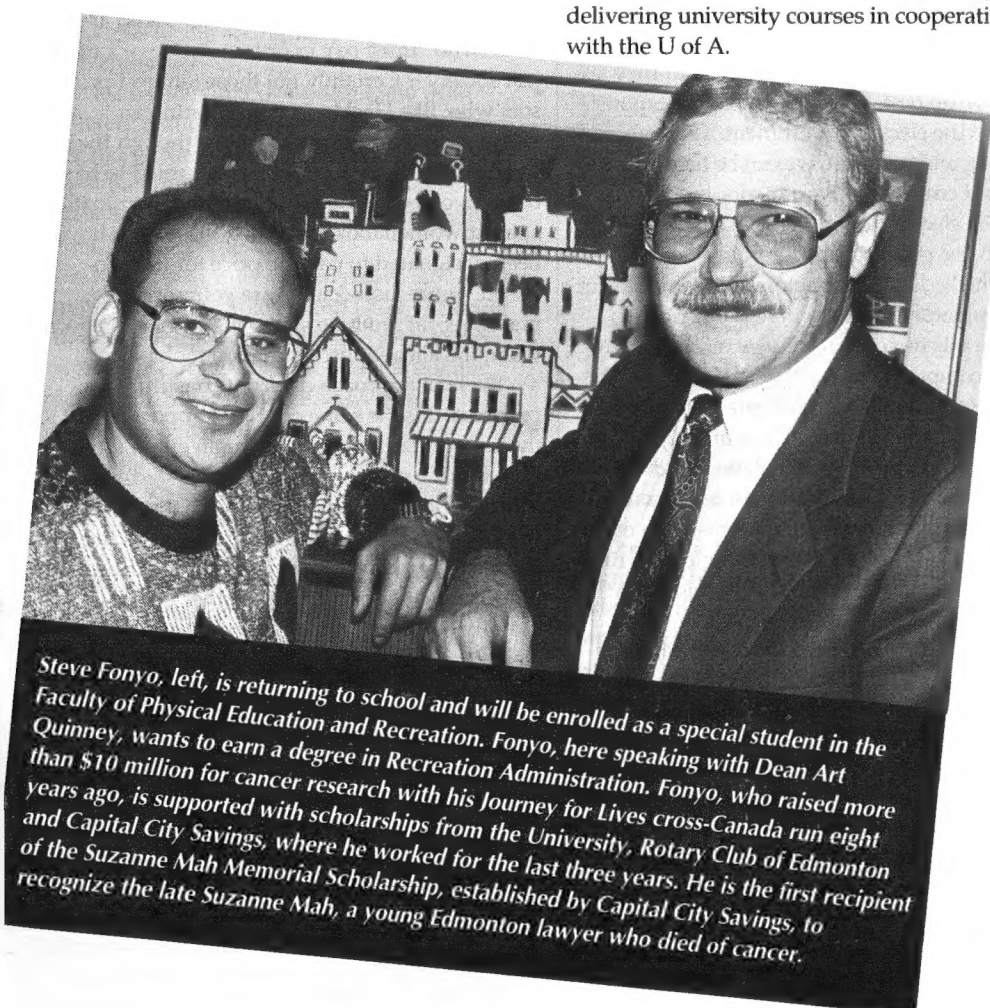
On 1 October, each will be awarded a \$2,500 prize and an engraved plaque.

The appointments, which went into effect 1 July, were made by the University of Alberta Killam Trusts Committee. The main criterion for selection is a record of outstanding scholarship and teaching over three or more years, as evidenced by any or all of research, publications, creative activities, presented papers, supervision of graduate students and courses taught. Also taken into account is "a substantial contribution to the community beyond the University by linking the applicant's University responsibilities and activities to community needs and/or development."

Since the 1960s, all academic salaries at the University of Alberta have included a contribution from interest accruing to the Killam salaries bequest, but no recognition has ever been given to the Killam name for this contribution, the Killam Trusts Committee notes. The Killam Annual Professorships initiative does not represent the availability of any "new money" to the University. Rather, it serves to consolidate the amount coming from the bequest for salaries in the names of seven professors.

Future competitions will be for eight Killam Annual Professorships. All regular, continuing, full-time, academic faculty members who are not on leave are eligible, however, no more than two Killam Annual Professorships will be awarded to staff members in any one Faculty. The duties of Killam Annual Professors will not be changed from those that they regularly perform.

The Killam Trusts Committee emphasizes that the awards are different from the J Gordin Kaplan Awards for Excellence in Research and that relatively new faculty members will be eligible.



Steve Fonyo, left, is returning to school and will be enrolled as a special student in the Faculty of Physical Education and Recreation. Fonyo, here speaking with Dean Art Quinney, wants to earn a degree in Recreation Administration. Fonyo, who raised more than \$10 million for cancer research with his Journey for Lives cross-Canada run eight years ago, is supported with scholarships from the University, Rotary Club of Edmonton and Capital City Savings, where he worked for the last three years. He is the first recipient of the Suzanne Mah Memorial Scholarship, established by Capital City Savings, to recognize the late Suzanne Mah, a young Edmonton lawyer who died of cancer.

LETTERS

OF 'THE NEFARIOUS CONCEPT OF GROUP'

In the controversy about hiring policy, it is held by one current of opinion that a strict merit-only principle is not enough and that a preferential treatment of applicants from "target group" would correct a perceived imbalance. Superficially—very superficially—this may seem like rough justice, but when examined more closely, it turns out to be unjust and unfounded.

Discrimination occurs when individuals are inequitably treated because of membership in a certain group. It is a clear case of hypocrisy to claim moral rectitude for discriminating against members of group A, while deploring it against group B. The whole problem arises because of consideration of the group instead of consideration of job-related abilities.

Those who nevertheless defend selective discrimination often claim that, while certain people will suffer, they want to correct a historical injustice. There are serious problems in judging the conditions of yesteryear with the morality of the present, but beyond that, this argument merely compounds the illogicality by adding a historical dimension. Not only would such people be prepared to deprive present deserving best candidates of employment, they extend the nefarious concept of group back into the murky past and pass sentence on deceased generations to justify inflicting punishment on the youngest adult descendants. This is utterly irrational and atavistic: it takes us back to the barbarity of feuding, in which group feeling was, then too, the motive. You could pick off any member of the other group to improve the balance of injury - a sort of brutal, self-help variant of affirmative action.

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Public Affairs produces *Folio* on a regular basis for the staff and other interested persons.

DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. Classified advertisements: 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements. Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Thursday, eight days before desired publication date. Camera ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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The argument is sometimes used that discrimination continues and needs to be balanced with counterdiscrimination. Only group thinking can obfuscate the inadequacy of this two-wrongs-make-a-right view. The allegations of discrimination are often vague or inappropriate. Jim Hackler (*Folio*, 30 August 1991) reported a readiness of some employment agencies to discriminate. Such cases need to be followed up for possible legal action, but this one is not relevant to the present discussion because applicants for university positions do not use employment agencies. The U of A's practices have been very thoroughly reviewed and safeguards have been built in. Charges of discrimination must clearly be rejected. Indeed, our recruitment practices overtly favour target groups and according to the statistics presented by Graeme Hunter (*Folio*, 28 June 1991) have spilled over into hiring decisions to an alarming degree: the case of the four-to-one imbalance in favour of women being hired implies serious injustice done to male applicants.

The root of this evil thrives in group thinking, which for hiring policy is unjust, irrational, dysfunctional and retrograde. It is nevertheless a defensible tool in monitoring the possible recrudescence of group discrimination. The removal of unnatural barriers to employment is the intent of the Federal Contractors Program and should be supported, but hiring decisions must be made on the basis of individual merit alone, as rightly laid down by General Faculties Council and confirmed by the President (open letter to the Equity Advisor in response to the report of the Pay Equity Committee): "We promise candidates for positions at our University that they will be evaluated only on the basis of relevant qualifications for the job. Gender and other personal characteristics will have no role in the decisions on hiring, promotion or tenure."

And that's how it should be.

Richard d'Alquen

Professor of Germanic Languages

TEACHING AND RESEARCH, YES. A DIGRESSION INTO SOCIAL ENGINEERING, NO

On 6 September, *Folio* printed a letter from eleven of our colleagues, on the topic of hiring policy.

I agree with them that "It is especially important, in order to dispel any confusion, to articulate how hiring on the basis of merit and increasing the proportions of underrepresented groups are complementary principles." A lifting of the confusion might reveal that these in fact are conflicting principles, especially given the way in which the latter is likely to be implemented. Clarification might spare our University a digression into social engineering at the expense of teaching and research. Some of the questions are these:

They applaud the recommendations in the report of the President's Commission on Equality and Respect on Campus (PCERC). Our colleague Gordon Freeman has been widely and deservedly rebuked for publishing a conclusion (against working by mothers outside the home) that he did not substantiate by accepted standards of evidence. Does anyone who has read both documents disagree that the conclusions of both are based on substantiating evidence of essentially the same quality? Has political correctness rather than evidence become the test of a conclusion on this campus?

They "reject the insinuation that women hired recently for faculty positions are somehow less meritorious ... as various departments strive to obtain a more representative gender

balance ...". The sound of "insinuation" seems to slide past the point, which is one of logic. Two different goals cannot always both be approached by the same step. If the goal of gender balance means anything at all, part of its meaning must be that in some cases the most meritorious candidate is rejected in favour of another candidate of the other gender. This means that not every new appointee is the best person who was available. We can regret this as distasteful, but can we reject it as untrue? And does this truth not taint all appointees who are members of the preferred group, unfortunately including those who really were chosen on merit alone? Is the resulting demoralization and division caused by those who report it, or by the discriminatory policy itself?

The eleven authors say that 'employment equity' is necessary to social and intellectual diversity. How can that be? 'Employment equity' is only the most recent name for a hiring policy of discrimination against individuals in some groups in favour of individuals in other groups, in order to increase the proportion of the preferred groups on the payroll. The preferred groups are presently listed as women, visible minorities, native people, and the disabled, although the latter three groups in this case are getting very little attention. There is to be discrimination against all individuals not contained in this list. How could discrimination against such a large and diverse group as everyone not on the list be a way to foster diversity? Is it not more likely to stunt it? How does discrimination against members of what is often the largest group of job applicants help us to attract "many of the best young scholars and the most exciting ideas"? Wouldn't it be more fruitful to do a direct and unrestricted search for the best young scholars with the most exciting ideas, that is, to hire on merit alone?

There is an underlying question. What is the purpose of our University? If it is teaching and research, then we should hire teachers and researchers. If it is also to serve as a sort of political elite to lead the community by good example toward more enlightened social policies, then we should have these debates about what is enlightened, and then, for example, adopt a policy of discriminatory hiring if and after that is the outcome of the debate. But shouldn't we stick to teaching and research? They are difficult, and important, and they are what we do best. Social policy is the responsibility of the elected government. Through our teaching and research, we can be helpful advisors and critics for governments, but isn't it only the elected government that has a mandate to use public funds for political goals? Not even the Federal Contractors Program asks for discriminatory hiring; where is our right to impose this use of their money on the taxpayers who support us?

The concept of 'under-represented groups' leads easily to nonsense. There are any number of classifications of the population, and the choice of which classification to use in a definition of 'employment equity' seems to be more a matter of arbitrary power struggle than reasoned principle. We should treat people as individuals, not as representatives of tribes. We should do everything we can to find and remove the barriers, if any, that we as a university create against any qualified individuals, but should we not let the group numbers fall where they may? We should study and advise on how to overcome problems outside the University that may keep any able individuals from becoming the best applicants in the recruiting pool, but should we hire them if they have not become the best?

Incidentally, 30 percent of the new PhD graduates in Canada in 1989 were women. In the year ending 30 June 1990, 36 percent of the new academic appointments at the University of Alberta were women. If fair shares in groups did matter, could we be accused of depriving other universities of their fair share of the women with new PhDs?

Tom Powrie

Professor of Economics

REGARD PEOPLE AS INDIVIDUALS, NOT AS MEMBERS OF GROUPS

I am disturbed by Professor Hackler's assertion that "a certain degree of reverse bias is the price that traditionally favoured groups must pay in order to achieve a more just society" (*Folio*, 30 August 1991). For one thing, I presume that if Hackler had any evidence of discrimination at this University, he would have included it in his letter, instead of referring to a survey by the Canadian Civil Liberties Association on racial discrimination, and to alleged stereotypic patterns of student admissions at Harvard University. However, leaving aside the question of proof concerning the favouring of some groups at the University of Alberta, I fail to see the logic of his argument.

On one hand, Hackler points out that injustice has not been defeated because "the children of Harvard alumni are still more likely to be admitted than other applicants, especially if daddy ... is an important donor." I totally agree that such practices should be eliminated: candidates to any position should be selected, i.e., accepted or rejected, solely on the basis of their qualifications, not on the basis of the accomplishments of their ancestors, or the characteristics of a group to which they may belong. And yet, with respect to hiring policies at this University, Hackler advocates an approach similar to the one he rejects in his Harvard example: he would have us adopt a policy which favours women because they happen to belong to a group which was "clearly disfavoured in the past," while it discriminates against white males because they happen to belong to a "traditionally favoured group."

The notion of group is also implicit when Hackler adds: "Naturally, it hurts when it happens to us," and it obscures the real impact of the proposed policy. Who is "us", who are those who "must pay in order to achieve a more just society"? Certainly not those tenured professors who, like Hackler, are advocating an affirmative action approach, even though they were around — and could be presumed to have been involved—when the alleged discrimination against women took place. No, those who have been designated to pay the price for the proposed "more just society" are young white males, recent graduates who were not even born when the alleged discrimination took place.

Such an approach does not constitute progress. It is the same old blind application of the just retribution ("an eye for an eye, a tooth for a tooth") principle in its most despicable form, because it does not deal with the actual victims or the actual culprits, but with all members of the groups to which they are ascribed. Substitution of one bias for another leaves us morally bankrupt. Elimination of unwarranted bias is the moral high ground which must be taken by any institution of higher learning worthy of the name. And we must start thinking of people as individuals instead of as members of some group, whose characteristics (or stereotypes) they are automatically saddled with, whether they like it or not, whether those characteristics apply to them or not. Until we do so, we will have to go on living with the evils of sexism and racism.

Bernard Rochet

Professor of Romance Languages

OPTIMUM UNDERGRADUATE ENROLLMENT CLOSE

A long-term objective approved by the Board of Governors in 1989 concerns the achieving of an undergraduate enrollment (full- and part-time students) of 24,000 by 1994-95. Notwithstanding an increase of 200 new undergraduate students this year, the University is already close to reaching that target.

Total enrollment (full- and part-time undergraduate and graduate students) for this year will be in the order of 28,000, says Registrar Brian Silzer. Last year's total enrollment was 29,051.

RECEPTION FOR PETER MEEKISON

Members of the University community are cordially invited to a reception on 8 October, 3 to 6 pm, Banquet Room, Lister Hall, in honour of Peter and Patti Meekison. Dr Meekison stepped down from his position as Vice-President (Academic) on 30 August to become further involved with constitutional matters. (He is continuing at the U of A as a professor in the Department of Political Science.) Friends and colleagues of the Meekisons are invited to join President Davenport at this reception.

A Bursary Fund for Needy Students has been established in honour of the Meekisons, and those wishing to mark the occasion with a gift for Peter and Patti are invited to send contributions to the Development Office, 450 Athabasca Hall. Cheques may be made payable to the University of Alberta and designated for the Peter and Patti Meekison Bursary Fund.

SESSION WILL PROBE ISSUES IN LABORATORY TEACHING

University Teaching Services and the Faculty of Science are sponsoring a special seminar on issues in laboratory teaching.

On Wednesday, 25 September, 3 to 4:30 pm in CW-410 Biological Sciences Building, co-presenters Margaret-Ann Armour (Chemistry) and Mark Wilson (Zoology) will conduct the third in a series of teaching seminars.

The seminar will include a brief presentation of some of the issues associated with teaching in a laboratory. These include goals, alternative models, training, supervising and evaluating graduate assistants, and common problems such as language difficulties.

Professor trying to make sense of business merger waves

In Canada and the United States, business mergers have come in waves. In this century, merger activity has been very low in some decades and in others very high. Current theories focus heavily on US data and often rely on changes in institutional structures for explanations.

But, according to Randall Morck (Business), even though US and Canadian data on merger waves during this century are quite similar, it's important to remember that institutional structures in the two countries appear to be quite different in ways which are critical to these theories.

"This casts doubt upon the theories," he outlines in his successful application for a 1991-92 McCalla Research Professorship. "I wish to explore how similar the historical data

in the two countries actually is, and how different—and independent—the two institutional structures actually are.

"If all the popular theories based on the US experience do not make sense in Canadian data—which a superficial overview suggests is the case—then I hope this comparative approach might point to a new, more robust, explanation of why merger waves occur."

Dr Morck refers to three critical differences between the two countries which may cast doubts on the validity of theories used to explain mergers. First, corporate ownership structure is different in the two countries. Diffuse ownership structures of large American corporations is said to be a major reason for takeovers, but in Canada most large corporations have dominant shareholders.

Second, anti-trust legislation in the two countries has a very different history. Some American theorists argue that merger activity corresponds to changes in anti-trust laws. But Dr Morck points out that Canada's anti-combines legislation up until 1986 was "effectively toothless. Yet Canadian merger activity tracked that in the US. Why?"

Third, in the US the resale market for corporate assets was thought to play an important role in merger activity and, many argue, the resale market in the '80s was largely due to the existence of junk bonds. "Was a significant part of Canadian merger activity consequent to mergers, bust ups or spinoffs of US parent firms which were facilitated by junk bond issues? If junk bonds were not important in Canadian merger activity, they were probably not such a critical factor in the US either."

CURRENTS

INFORMATION MEETING ON DYSLEXIA RESEARCH

Where: 2-135 Education North. When: Friday, 4 October, 7:30 to 9:30 pm. Who can attend: parents and teachers concerned with dyslexia. Purpose of meeting: The Developmental Disabilities Centre, U of A, is starting a project on diagnosis and remediation of dyslexic children. The project will be described at the meeting; as well, some of the diagnostic procedures and materials for remediation will be shown. Resource persons and speakers: JP Das, Professor and Director, Developmental Disabilities Centre; JR Kirby, Associate Professor, Queen's University; RK Mishra, Research Associate, Developmental Disabilities Centre.

CHAIR SELECTION COMMITTEES: FACULTY OF ARTS

The Faculty of Arts wishes to announce that Chair Selection Committees are being established to select new Chairs for the Departments of Anthropology, Classics, East Asian Languages and Literatures, English, Music, Romance Languages, and Political Science. The search for a Linguistics Chair continues. These committees are prepared to receive nominations and comments from members of the University community; they should be addressed to Dr Patricia Clements, Dean of Arts.

CONFERENCE FUNDS COMMITTEE

The Conference Funds Committee of the University may provide modest financial support for conferences, conventions and symposia of an academic nature (as distinct from visiting lectureships) held in the province and sponsored or hosted by the University or its students or student organizations. The Fund is administered by the Conference Funds Committee of General Faculties Council and is the only fund in the University for this purpose.

The GFC guidelines provide:

- 1) Formal conferences may be funded to a maximum of \$2,500;
- 2) Symposia and colloquia may be funded to a maximum of two-thirds of the budget or \$1,500.

For additional information and/or application forms, contact the Research Grants Office, 1-3 University Hall (492-5360).

PAYMENT OF STUDENT FEES

The deadline for payment of student fees is 27 September. The Office of the Comptroller advises that students who wait until that day and who intend to pay with cash can expect lineups of up to two hours. Such lineups can be avoided simply by paying by cheque. Facilities are available on the main and third floors of the Administration Building to allow students to deposit payment without waiting.

Aboriginal student exchange program formed

Universities of Alberta and New South Wales in partnership

The Universities of Alberta and New South Wales have established an aboriginal student exchange program.

Officials at both institutions are hopeful the ongoing exchange of aboriginal undergraduate students will lead to closer ties and will give students international perspectives on issues facing aboriginal people in the two countries.

Kathy McKinnon, 40, originally from Aklavik and of Gwich'in descent, and Tina Dion, 24, from Kehewin and of Cree descent, have been chosen to attend the University of New South Wales in Sydney, beginning in February.

McKinnon, minoring in native studies and majoring in psychology, and Dion, majoring in native studies and hoping to go into law, were chosen on the basis of their academic achievements and their involvement in extra-curricular activities.

"The idea of the program is to overcome some of the barriers in communication between aboriginal people in the world," says Native Student Services Director Reinhild Boehm. Through programs such as this student exchange, young aboriginal students could begin to pull together a network of aboriginal people, to form an international political force, she predicted.

"I want to study international aboriginal law, so I thought this [experience] would enhance my degree and give me an educational edge," Dion said, adding that the year-long experience alone will be worthwhile.

McKinnon, who has travelled extensively in North America and Europe, is convinced of the value of travel. This time, however, the opportunity to live in another country will be a new experience.



Tina Dion, left, and Kathy McKinnon will be sharing information with their peers when they return from "down under".

One of the most important aspects of the program is the sharing of information. Both students will be taking courses while at New South Wales on aborigines and their place in past, present and future Australian society. McKinnon, who is in her third year, and Dion, who is in her second year, are committed to sharing the knowledge they obtain with their fellow Canadian students when they return. In turn, aborigines from Australia will spend an academic year at the U of A.

Both students expect to travel when in Australia and experience the Outback regions. Dion wants to see if she could work in the aboriginal students' centre.

The experience is not going to be cheap. Dion has financial support from her band and McKinnon has financial support from the Department of Indian Affairs and Northern Development. Both students are still hustling to scrape together enough money for air fares. Dion, who will be taking her four-year-old son along, says their return airfare alone will cost approximately \$4,500. Dr Boehm said they would welcome any assistance groups or organizations would care to extend.

Meanwhile, negotiations are under way to establish a similar program between the U of A and the University of Queensland in Brisbane.

TALKS

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

30 September, 4 pm
William G Thilly, Center for Environmental Health Services, Massachusetts Institute of Technology, "Mutational Spectrometry: Application in Basic Genetics and Human Epidemiology." Presented by Genetics. CW-410 Biological Sciences Centre.

ART AND DESIGN

24 September, 5 pm
Lynne Allen, "Her Own Work and Contemporary Printmaking in the USA." 2-20 Fine Arts Building.
3 October, 5 pm
Mark Cheetham, visiting art historian, "Troping the Sublime: The Desire for Theory in Current Art and Art History." 2-20 Fine Arts Building.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

27 September, 7:30 pm
David Marples, "Ukraine After the Coup: Toward Independence or a Revised Union?" Heritage Lounge, Athabasca Hall.

CENTRE FOR INTERNATIONAL BUSINESS STUDIES

23 September, 3:30 pm
Aldo Aldama Breton, vice-president, International Trade, Center of Economic Studies for the Private Sector, Mexico City, "Free Trade with Mexico: A Mexican Perspective." Registration: 492-2235. Business Building.

CHEMICAL ENGINEERING

3 October, 3 pm
GT Kokotailo, Department of Chemical Engineering, University of Pennsylvania, "Zeolite Catalysts and Sorbents." 342 Chemical-Mineral Engineering Building.

CHEMISTRY - BOOMER LECTURES

30 September, 11 am
Malcolm Green, professor, Inorganic Chemistry, University of Oxford, "Metal-Hydrogen-Carbon Bonds." V-107 Physics Building.
1 October, 11 am
Professor Green, "Studies in Organometallic Solid State Chemistry." V-107 Physics Building.
2 October, 11 am
Professor Green, "New Organometallic Chemistry of the Early Transition Metals." V-107 Physics Building.
3 October, 11 am
Professor Green, "Studies in Methane Conversion Chemistry." V-107 Physics Building.

COMPARATIVE LITERATURE

23 September, noon
Hartwig Isernhagen, professor of English, Universität of Basel, Switzerland, "Writing Interculture." 326 Arts Building.

COMPUTING SCIENCE

20 September, 3:30 pm
Thomas E Stern, Columbia University, "Linear Lightwave Networks." 619 General Services Building.
23 September, 3:30 pm
Bruce F Cockburn, "Layout-Independent Tests for Detecting Pattern-Sensitive Faults in RAMs." 619 General Services Building.
27 September, 2 pm
Marina E Iofinova, Institute for System Studies, Academy of Sciences, Moscow, "A Tractable Criterion of Database Schema Equivalence." 619 General Services Building.
2 October, 10 am
Alexander D Astakhov, Institute for System Studies, Academy of Sciences, Moscow,

"Reusable Software." 619 General Services Building.

EDUCATION

27 September, 2 pm
T Aoki, former Chair, Department of Secondary Education, "Fifty Years and Beyond in Curriculum Studies." Wine and cheese reception to follow. 10th Floor, Education South.

ENGLISH

27 September, 4 pm
John Baxter, Dalhousie University, "Much Ado About Nothing: Practice and Praxis." 5-20 Humanities Centre.

ENGLISH AND WOMEN'S STUDIES

23 September, 4 pm
Catherine Belsey, University of Wales, "Reading Love Stories." 5-20 Humanities Centre.
24 September, 3:30 pm
Catherine Belsey, "Feminist Theory and Postmodernism, Part II (seminar)." 5-20 Humanities Centre.
26 September, 3:30 pm
Catherine Belsey, "Love in Venice." 5-20 Humanities Centre. Reception to follow.

ENTOMOLOGY

23 September, noon
Teiichi Tanimura, Department of Biology, Kyushu University, Fukuoka, Japan, "Neurogenetics of Taste in *Drosophila*." TBW-2 Tory Breezeway.
26 September, 4 pm
Tim Spanton, "Systematics of *Panscopus* and Related Groups of Broad-Nosed Weevils (Coleoptera: Curculionidae)." TBW-1 Tory Breezeway.
1 October, 4 pm
Nils Moller Andersen, Zoological Museum, University of Copenhagen, Denmark, "Integrating Studies of Phylogeny, Ecology and Behaviour." TBW-1 Tory Breezeway.

ENVIRONMENTALLY RELATED SEMINARS AND EVENTS

If you wish to have an environmentally related event listed under this section, please contact: The Environmental Research and Studies Centre, 492-6659.

Rural Economy
23 September, 3:15 pm
Robert Young, professor, Colorado State University, "Systems Economics and the Design of Water Allocations Institute" (an Environmental Economics Workshop presentation). 519 General Services Building.
Limnology and Fisheries Discussion Group
26 September, 12:30 pm
Suzanne Bayley, "Experimental Acidification of a Northern Bog." M-149 Biological Sciences Centre.

Soil Science
26 September, 12:30 pm
DW Schindler, "Neutralization of Acid Precipitation by Lake Waters and Sediments." 2-36 Earth Sciences Building.

Zoology
27 September, 3:30 pm
Roger Tatchell, Food and Agriculture Organization, United Nations, "The Biology of Livestock Tick and Tickborne Disease Control in Africa." M-149 Biological Sciences Centre.
Rural Economy
30 September, 3:15 pm
Elwin Smith, conservation economist, Alberta Agriculture, "The Economics of Soil Erosion." 511 General Services Building.

GERMANIC LANGUAGES

25 September, 3 pm
Graziella Hlawaty, Austrian author, will read from her works. 14-6 Tory Building.

HEALTH LAW INSTITUTE

30 September, 7:30 pm
Ian Kennedy, executive director, Centre of Medical Law and Ethics, King's College, University of London, "The Legal and Moral Status of the Embryo." 231/237 Law Centre.

INTERNATIONAL CENTRE

25 September, noon
Father Michael Lapsley, New Zealand priest who has for years worked in South Africa, Lesotho and Zimbabwe, will speak out against the system of apartheid. 172 HUB International.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

3 October, 12:30 pm
Patricia Chambers, National Hydrology Research Institute, "Impact of Water Flow on the Chemistry of River Beds and Aquatic Weed Growth." M-149 Biological Sciences Centre.

MUSIC

23 September, 7:30 pm
Bruno Netti, professor of ethnomusicology, University of Illinois, Urbana, "The Study of Native American Music." Edmonton Public Library Theatre, 7 Sir Winston Churchill Square.
24 September, 2 pm
Dr Netti, "Music of Iran, Part I." 2-32 Fine Arts Building.
25 September, 3 pm
Dr Netti, "An Ethnomusicologist Contemplates Mozart." 2-32 Fine Arts Building.
26 September, 2 pm
Dr Netti, "Music of Iran, Part II." 2-32 Fine Arts Building.
27 September, noon
Dr Netti, "Ethnomusicology, Music and Community." 2-34 Fine Arts Building.
30 September, 7:30 pm
Dr Netti, "The Western Impact on World Music." L-3 Humanities Centre.
1 October, 2 pm
Dr Netti, "Music of Iran, Part III." 2-32 Fine Arts Building.
2 October, 3 pm
Dr Netti, "Ethnography in the School of Music." 2-32 Fine Arts Building.
3 October, 2 pm
Dr Netti, "Music of Iran, Part IV." 2-32 Fine Arts Building.

NUTRITION AND METABOLISM RESEARCH GROUP

25 September, 11 am
RJ Deckelbaum, professor of pediatrics, Columbia University, College of Physicians and Surgeons, New York, "Lipoprotein-Cell Interactions: Effects of Particle Size, Composition and Free Fatty Acids." Cosponsors: Alberta Heritage Foundation for Medical Research, Foods and Nutrition, Pediatrics, Divisions of Adult Gastroenterology, and Gastroenterology and Neonatology. 2J4.02 Mackenzie Health Sciences Centre.

PHYSICS

20 September, 2 pm
Lukasz A Turski, Institute for Theoretical Physics, Polish Academy of Science, Warsaw, Poland, "All the Monsters Large and Small: Similarity, Shape and Symmetry in Nature." V-125 Physics Building.
23 September, 3:30 pm
Kip S Thorne, California Institute of Technology, "Lorentzian Wormholes and Closed Timelike Curves." 519 Avadh Bhatia Physics Laboratory.
24 September, 3:30 pm
R Kobes, University of Winnipeg, "Causal Properties of Feynman Graphs." 519 Avadh Bhatia Physics Laboratory.

25 September, 3:30 pm
J Madore, Faculté de Sciences, Orsay, "Noncommunicative Geometry and Physics." 519 Avadh Bhatia Physics Laboratory.

PLANT SCIENCE

24 September, 12:30 pm
Steven R Radosevich, professor, Departments of Crop Science and Forest Science, Oregon State University, Corvallis, Oregon, "The Productivity Paradigm and Agriculture's Neckriddle." 106B Agriculture-Forestry Centre.

REHABILITATION MEDICINE

25 September, 2 pm
Raymond D Kent, professor, Department of Communicative Disorders, University of Wisconsin-Madison, "Current Theories Regarding the Neural Organization of Speech Movements." 386 Corbett Hall.
25 September, 2 pm
Dr Kent, "Phonetic and Acoustic Profiling of Motor Speech Disorders." Auditorium, Glenrose Rehabilitation Hospital.
26 September, 10 am
Dr Kent, "Toward Typologies of Abnormal Vocal Development in Infants." Auditorium, Glenrose Rehabilitation Hospital.
27 September, 4 pm
Dr Kent, "Pike Revisited: Particle, Field and Wave in the Auditory Processing of Speech." 4-70 Assiniboia Hall.

RESEARCH SEMINARS IN EARLY WOMEN

30 September, noon
Carola Small, "Women in the Financial Accounts of the 14th Century" (brown bag discussion.) 5-20 Humanities Centre.

ROMANCE LANGUAGES

28 September, 8 pm
From the "Festival d'Avignon", Enfer et illuminations (in celebration of Arthur Rimbaud's centennial), interpreted by Miche de Maulne, director of the "Maison de la Poésie" in Paris. Cosponsors: Faculté Saint-Jean, Alliance Française and "Services Culturels Français." Auditorium, Faculté Saint-Jean.

RURAL ECONOMY

23 September, 3:15 pm
Robert Young, professor, Colorado State University, "Systems Economics and the Design of Water Allocation Institutions." 519 General Services Building.
30 September, 3:15 pm
Elwin Smith, conservation economist, Alberta Agriculture, "The Title of Soil Erosion." 511 General Services Building.

SLAVIC AND EAST EUROPEAN STUDIES

23 September, 3 pm
TMS Priestly, "The *Windischentheorie* and the *vendiska teorija*: Anti-Slovene Propaganda Stratagems (An Interdisciplinary Analysis)." 436 Arts Building.
30 September, 3 pm
A Hornjatkevyc, "The New Ukrainian Orthography." 436 Arts Building.

SOIL SCIENCE

26 September, 12:30 pm
DW Schindler, "Neutralization of Acid Precipitation by Lake Waters and Sediments." 2-36 Earth Sciences Building.
3 October, 12:30 pm
Jim Lore and Elizabeth McNaughton, Jim Lore and Associates, Agriculture and Environment Consultants, "Baseline Forage Quality in the Sundre Area and Forage Nutrient Quality Following Amendment with CuSO₄ and ZnSO₄." 2-36 Earth Sciences Building.

WOMEN'S STUDIES PROGRAM

25 September, 4 pm
Eric Higgs, "Forms of Knowing." Senate Chamber, Arts Building.

ZOOLOGY

20 September, 3:30 pm
VG Morachevsky, Department of Geocology, Leningrad State University, "Modelling the Future State of Global Climate." M-149 Biological Sciences Centre.
27 September, 3:30 pm
Roger Tatchell, Food and Agriculture Organization, United Nations, "The Biology of Livestock Tick and Tickborne Disease Control in Africa." M-149 Biological Sciences Centre.

MCMULLEN GALLERY

Until 31 October
"Window to the Future, '91"—a juried exhibition of the work of emerging Alberta artists. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

FILM

GERMANIC LANGUAGES

24 September, 7:15 pm
"Minna von Barnhelm", 1976, German with English subtitles. 141 Arts Building.

MYER HOROWITZ THEATRE

28 September, 8 pm
"The Doors." SUB.
29 September, 8 pm
"The Silence of the Lambs." SUB.

MUSIC

FRIENDS OF THE SLAVIC COLLECTION

26 September, 8 pm
Oksana Lutsenko—piano. Tickets and information: 492-3537. Convocation Hall, Arts Building.

SEPTEMBER 28
10 am - 4 pm
Faculty of Business Building
U of A Campus

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TALKS
on significant
ISSUES
by informed
SPEAKERS

Room 1-5
Room 1-9
Room 2-5
Room 2-9
Tory Breezeway 1

On the hot seat: a view of global warming
Gordon Rostoker - Professor of Physics
Menopause: facts and fictions
Ivana Tataryn - Professor of Obstetrics and Gynecology
The perils of professional sport: substance and alcohol abuse
Rikk Alderman - Professor of Physical Education and Recreation
Whose bones are these?
Owen Beattie - Professor of Anthropology
Who gets the treatment? Ethics in medical decisions
John Dossetor - Professor of Biomedical Ethics

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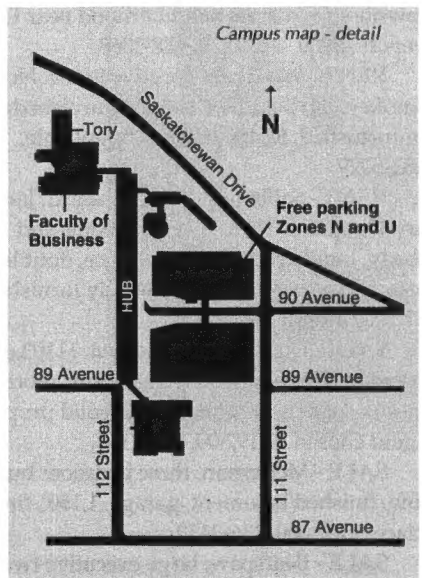
Come and hear informed speakers talk on significant issues of the day. Take part in lively discussions after each session. Enjoy guided tours of rare U of A Collections. Visit "Touch a Dinosaur", a special event for children (11 am).

Also on September 28
Annual Parents' Association
Breakfast and Tour, 9 - 11 am.
Information 492-4418.

Faculty of Engineering
Open House, 9 am - 1 pm.
Information 492-3320.

September 27 - 29
ALUMNI REUNION
WEEKEND '91
Information 492-3224.

For more information dial 492-7073 or call Public Affairs 492-2325
FOOD BANK contributions are welcomed at Super Saturday.



University
of
Alberta

EVENTS

EXHIBITIONS

CLOTHING AND TEXTILES

Until 1 November
"Textileworking"—an exhibition on the production of fabric, its decoration, and its construction into garments. Basement, Home Economics Building.

FAB GALLERY

Until 29 September
"Lasting Impressions"—a special fundraising exhibition of folio prints by faculty and students in the Division of Printmaking of the Department of Art and Design.
Until 29 September
"Selections From the Print Study Room"—a special exhibition of selected prints from the University's internationally renowned print collection. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday and statutory holidays, closed. 1-1 Fine Arts Building.



Judy Hamilton, *A Bird in the Hand is Better*, an acrylic on canvas at the McMullen Gallery.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC

CHAIR, DEPARTMENT OF ENGLISH

The Department of English invites applications for an appointment with tenure at the senior Associate or Full Professor level commencing 1 July 1992. In addition to assuming some teaching responsibilities, the successful candidate will be expected to serve the Department as Chair for a period of at least five years. Applications should possess a PhD or its equivalent and should have a research program, extensive and excellent publications, a good teaching and supervision record and previous administrative experience. Field of specialization is open. The 1991-92 minimum for the full professor rank is \$60,083; the maximum for the associate rank is \$70,331. The position of Chair carries an additional administrative honorarium.

The Department of English, which is comprised of 72 full-time academic staff, houses excellent and extensive scholarly work, and takes pride in its reputation as an outstanding teaching department. The position of Chair is a key position in the intellectual economy of the Faculty of Arts and the University at large. The department is an intellectually vital community, which will undergo significant development in the next five years.

Applications, including *curriculum vitae* and three letters of reference, should be sent to: Dr M Van de Pitte, Associate Dean and Chair of the Selection Committee, Faculty of Arts, University of Alberta, Edmonton, Alberta, Canada T6G 2E6, and will be accepted until 15 November 1991. This position is subject to confirmation of funding.

BENEFITS MANAGER, PENSION AND BENEFITS ADMINISTRATION

The University has about 7,000 academic and support staff covered by 19 fully insured and self-insured benefit plans plus two (2) pension plans. Reporting to the Director, the Benefits manager will manage these plans ensuring: service to the staff; plan administration; financial accountability; and planning.

The Benefits Manager supervises a team of pension and benefits specialists who provide information and assistance to staff.

We need someone with: extensive knowledge of benefit plans and pensions; ability to analyze, organize and plan; ability to thrive in a service unit of a large organization; ability to communicate orally and in writing; and the ability to lead staff effectively.

The successful candidate will be able to demonstrate these qualities through a suitable combination of training and experience. An appropriate university degree is desirable.

The current salary range is \$35,735 to \$53,603 per year. An attractive benefits package is provided. Employees of the University of Alberta will be given preference.

To ensure consideration, apply in writing, by 11 October 1991, to: Director, Pension and Benefits Administration, 302 Assiniboia Hall, University of Alberta, Edmonton, Alberta T6G 2E7.

If you wish further information before applying, please telephone the Director at 492-5634.

NATIVE STUDENT ADVISOR

Native Student Services' mandate is to provide support services for approximately 200 native students on campus and to provide information in regards to University education to the native communities. The setting is one in which the values of native culture are respected and understood.

Your challenge: Reporting to the Director of Native Student Services, you will assist students to adjust and succeed in university life. Your primary responsibilities will include:

- planning and delivering advisory and counselling services to students presently enrolled;
- preadmission counselling to prospective students;
- developing and administering the orientation program;
- providing a referral to other services;
- collecting and analyzing data in regard to the native population on campus.

You also work closely with all facilities on campus in order to be an advocate for native students' concerns and aspirations.

Your close contact with the native community connects students to the wisdom and support of elders.

Your credentials: You have at least a bachelor's degree from a recognized university in the humanities or social sciences. You have at least three years of experience in advising and counselling native students in a postsecondary setting. You demonstrate effective interpersonal and cross-cultural communication skills. You function as a team member, ready to take on new tasks as they develop. You have worked in or for the native community and preferably speak a native language. Salary, commensurate with qualifications and experience, minimally \$30,330. Preferred start date 1 November 1991.

Please send your *curriculum vitae* and the names of three referees by 4 October 1991 to: Claire Beaulieu, Secretary, Native Student Services, 124 Athabasca Hall, University of Alberta, Edmonton, Alberta T6H 2E8. Fax: 492-6701.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 13 September 1991. For a more up-to-date listing, please consult the weekly *Employment Opportunities Bulletin* and/or the postings in PSSR.

Positions available as of 13 September 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

Applications for regular operating budget funded University positions (both full-time and part-time) are initially restricted to current bargaining unit employees. This is due to the current hiring freeze. Applications may be accepted from external applicants for some positions after internal staffing has been explored.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

FINANCIAL RECORDS CLERK (Grade 4) (Half-Time/Recurring Term), Office of the Comptroller (Fees), (\$1,400 - \$1,725) (prorated)

FINANCIAL RECORDS CLERK (Grade 4) (Full-Time/Recurring Term), Office of the Comptroller (Fees), (\$1,633 - \$2,013)

SENIOR FINANCIAL RECORDS CLERK (Grade 4), Office of the Comptroller (Fees), (\$1,633 - \$2,013)

CLERK STENO (Grade 4), Educational Administration, (\$1,633 - \$2,013)

SECRETARY (Grade 5) (Half-Time), Faculty of Business (Undergraduate Program), (\$892 - \$1,105) (prorated)

SECRETARY (RECRUITMENT COORDINATOR) (Grade 5), Faculty of Business (Placement Services), (\$1,784 - \$2,210)

SECRETARY (Grade 5), Faculty of Nursing, (\$1,784 - \$2,210)

ACCOUNTS CLERK (Grade 5), Office of the Comptroller (Accounts Payable), (\$1,784 - \$2,210)

SECRETARY (Grade 6), Plant Science, (\$1,952 - \$2,433)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 6), Dean of Dentistry, (\$1,952 - \$2,433)

FOOD SERVICE ASSISTANT (Grade 1) (40 hour week) (Recurring Term), Housing and Food Services, (\$1,442 - \$1,778)

BUILDING SERVICE WORKER (Grade 1) (40 hour week) (Recurring Term), Housing and Food Services, (\$1,442 - \$1,778)

HORTICULTURIST (Grade 7), Botany, (\$2,125 - \$2,663)

ADMINISTRATIVE ASSISTANT (TRAVEL COORDINATOR) (Grade 7), Office of the Comptroller, (\$2,125 - \$2,663)

ADMINISTRATIVE ASSISTANT (Grade 8), Office of Budget and Statistics, (\$2,296 - \$2,895)

APPLICATIONS ANALYST (INSTITUTIONAL STATISTICAL ANALYST) (Grade 8), Office of Budget and Statistics, (\$2,296 - \$2,895)

TECHNOLOGIST (Grade 9) (Trust), Obstetrics and Gynaecology, (\$2,484 - \$3,152)

SPECIALIST TECHNICIAN (Grade 10), Botany, (\$2,675 - \$3,414)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

VEHICLE OPERATOR (40 hour week) (Term to 31 December 1991), Materials Management, (\$10.04/hour)

TECHNICIAN I (Trust), Pharmacy, (\$1,738 - \$2,234)

TECHNICIAN II (Trust), Animal Science, (\$1,973 - \$2,537)

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

SALE - Luxury condo, two bedroom, recently renovated. Air conditioning, pool, sauna, whirlpool, underground heated parking, five appliances. One block from Law Centre. Asking \$155,000, obo. Phone 1-342-0050 for Barbara.

SHARE - Two bedroom house, walk to University. Five appliances, \$300/month plus utilities, deposit \$300. Available 1 September, nonsmoker, 432-0361.

RENT - from November to April. Furnished (includes grand piano) three bedroom townhouse in quiet neighborhood near University, \$900. 492-1279, 438-1068.

RENT - Westend executive home. Nonsmokers, no pets, adults only. Furnished, unfurnished, \$2,400/month, negotiable, 483-5029.

RENT - Sabbatical home, Lessard. January-December 1992. Four bedrooms and study, family room with fireplace, double attached garage, fully or partially furnished. \$1,500/month, 487-6389.

SALE - University/Parkallen, 11103 65 Avenue. Three bedroom bungalow, mother-in-law suite, near school, park, solid property agent chosen. \$119,500, 435-7157.

SALE - McKernan, three bedroom bungalow, finished basement, garage, 1,150', fireplace. \$152,000, 436-3112.

SALE - Bearspaw, large executive two storey on clear-flowing Bearspaw Creek. South exposure, close everything. December occupancy, asking \$194,900. Tony, Spencer Realty, 434-8600.

SHARE - Large furnished two bedroom apartment, 15 minutes by bus from University. Approximately \$250 per month. Female, nonsmoker please, 438-7326 or 1-227-2509 weekends.

CHRISTMAS IN HAWAII? Condo available in Kihei, Maui. Call 426-0769 evenings.

SALE - Gorgeous four bedroom, University area. Historical value, recently renovated and upgraded. Original fireplace and beautiful woodwork. Mature landscaping, single garage. Serge, Re/Max Real Estate, 462-5000.

SHARE - condominium near Southgate. Nonsmoking male, 436-4733.

SALE - Millwoods, five bedrooms, \$128,000. Riverbend, three level split, four bedrooms, loft, \$227,000; entertaining home, four car garage, \$268,800. Raymond Cheng, Royal LePage, 438-4700.

SALE - Hampton Village condominium overlooks tree-lined 80 Avenue. Walk University, hospital, easy downtown. Two bedrooms, two underground parking. Call Pat vonBorstel, Spencer Realty, 435-0808, 437-6540.

RENT - St Albert, Lacombe Park. Upgraded bi-level, modern kitchen, delightful back yard and deck, appliances, window coverings. Perfect location near schools and shopping. \$1,200/month. Immediate possession. Western Relocation, 434-4629.

RENT - Fully furnished one bedroom condo near Heritage Mall; garage. 5 November - 31 March, \$950/month (negotiable). Western Relocation, 434-4629.

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SALE - Windsor Park, looking for a well-maintained three bedroom bungalow so you can walk to University or hospital? Call Joan Lynch, Re/Max Real Estate, 433-9025, 438-7000.



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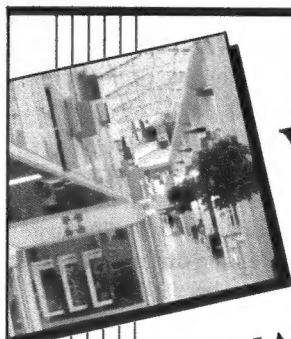
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**Saturday, October 5, 1991
9:30 am to 3:30 pm**

Humanities Lecture Theatre 1

Morning session (9:30-noon)

MayAnn Francis, Dalhousie University
Professor Pamela Milne, University of Windsor
Gill Tieman, York University
Carole Clark, University of Calgary
Professor Sharon Kahn, University of British Columbia

Lunch break (Noon to 1:30)

Lunch is not provided but can be purchased at HUB mall

Afternoon session (1:30 to 3:30)

Open discussion of morning presentations

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